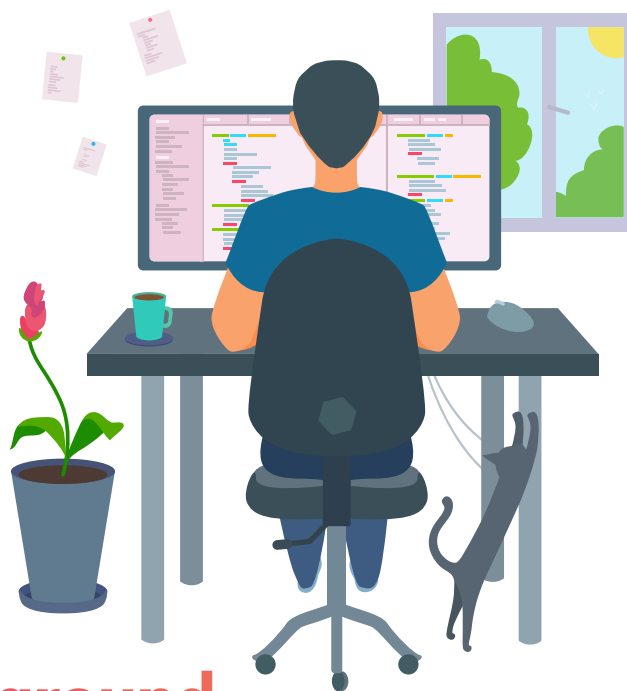




HEALTH AND WELLBEING SURVEY

- JULY 2020 RESULTS

#Team
EBC



Background

In July, a short survey was circulated to give us a better understanding of the wellbeing of #TeamEBC staff - particularly in the context of the coronavirus pandemic and with large numbers of staff working from home and frontline staff continuing to work during the pandemic. Thanks to everyone who took part – **we had 178 completed responses.**

The results are designed to give us a snapshot of how staff were feeling at that point in time, and to help us plan future support. We aim to run these surveys at regular intervals so we can monitor and track staff wellbeing over time and provide help and support as appropriate.

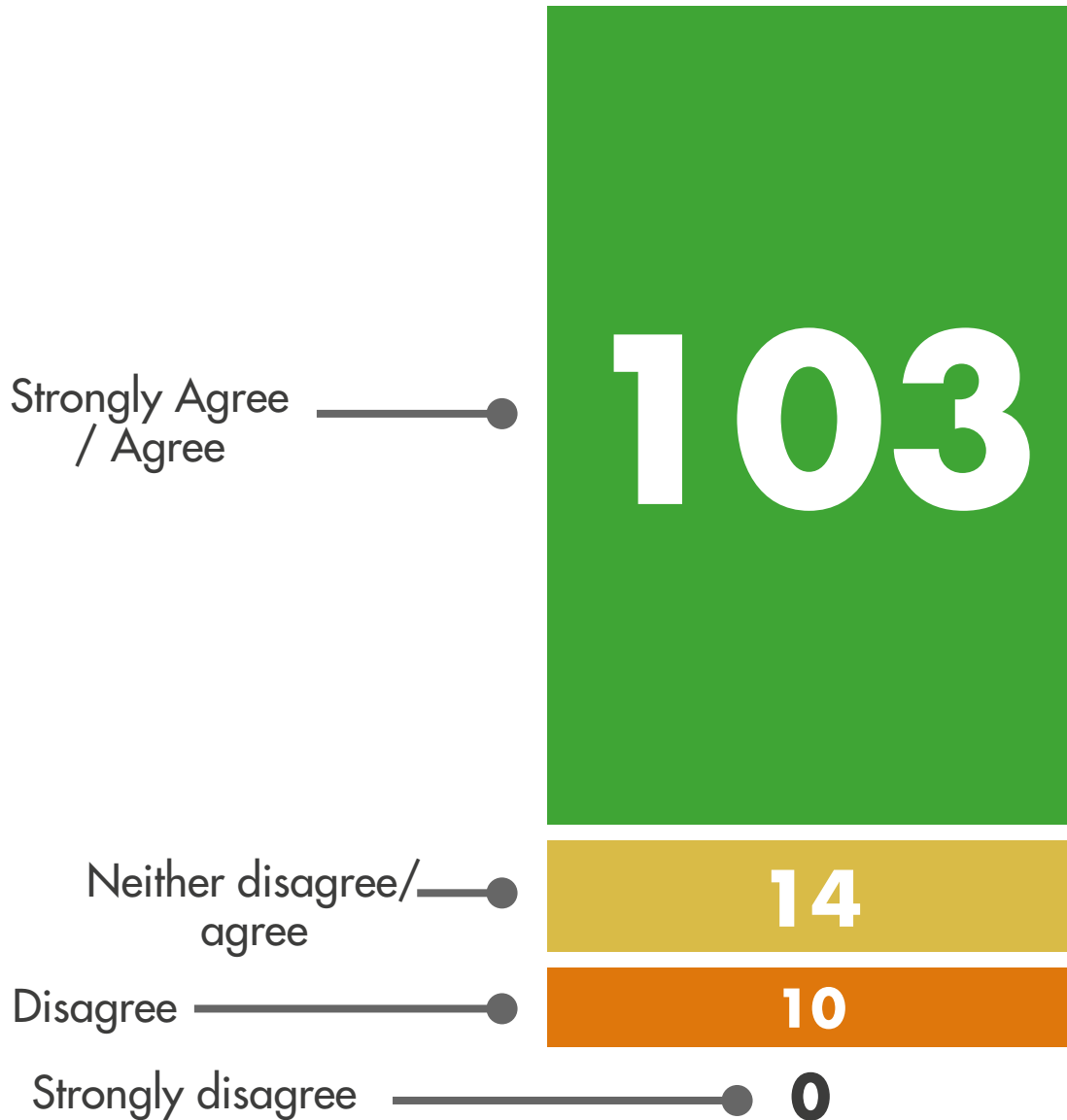
Summary and overview of results

In terms of how staff are feeling – and how you rate your wellbeing and the support you are receiving - the survey results are generally encouraging and largely positive, especially given the extreme circumstances we had all worked under in the previous three months.

There were nine questions asked - and the following is a summary of the results against the specific questions:

How you responded to the question:

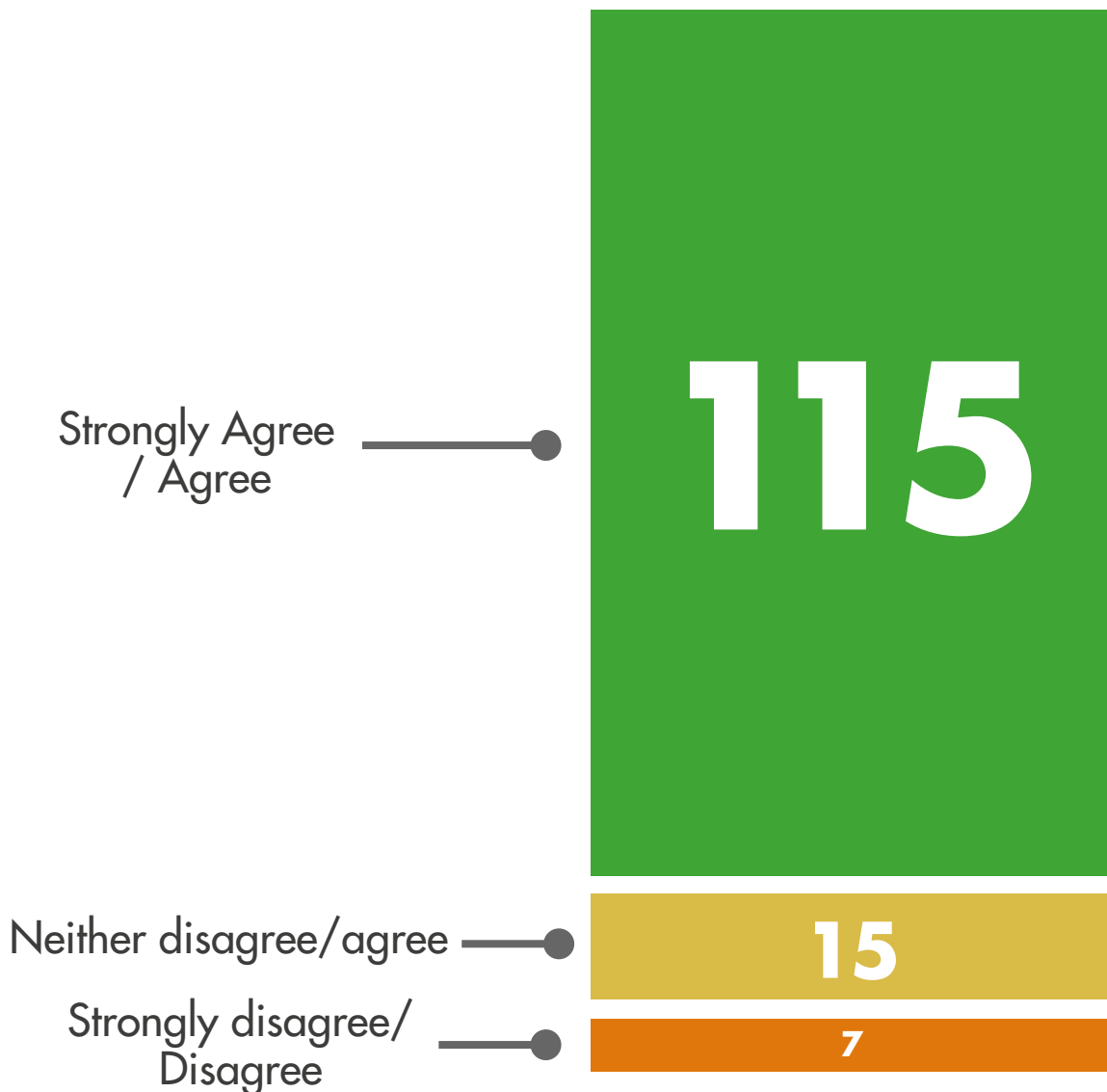
Question 1 – I feel supported to manage my work remotely



This is a positive response, indicating that the majority of staff who responded felt supported to work remotely.

How you responded to the question:

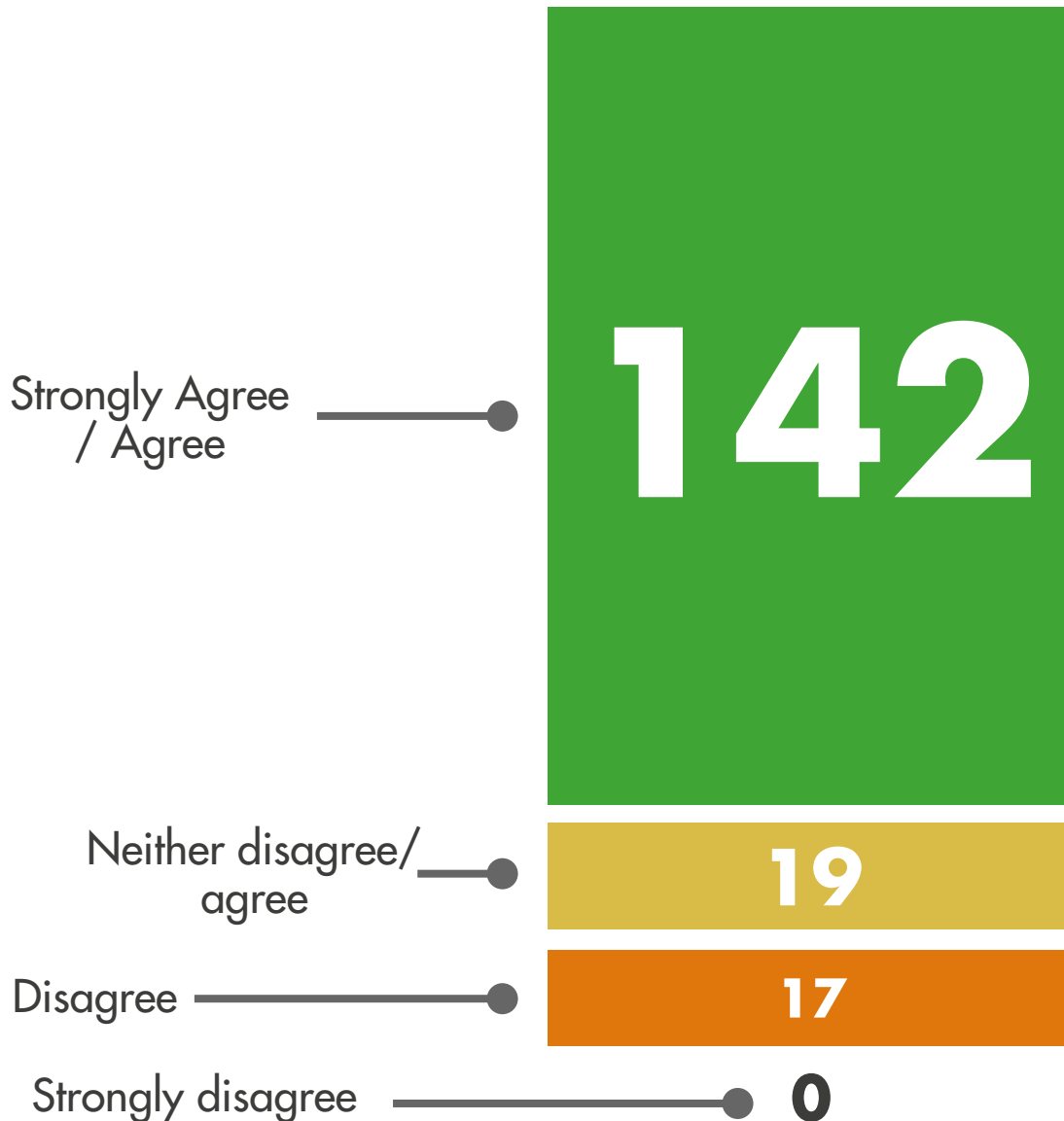
Question 2 - I feel supported in balancing work, home, care and schooling commitments



This is also an encouraging result: most people who responded to the survey feel supported in balancing work with home/caring responsibilities.

How you responded to the question:

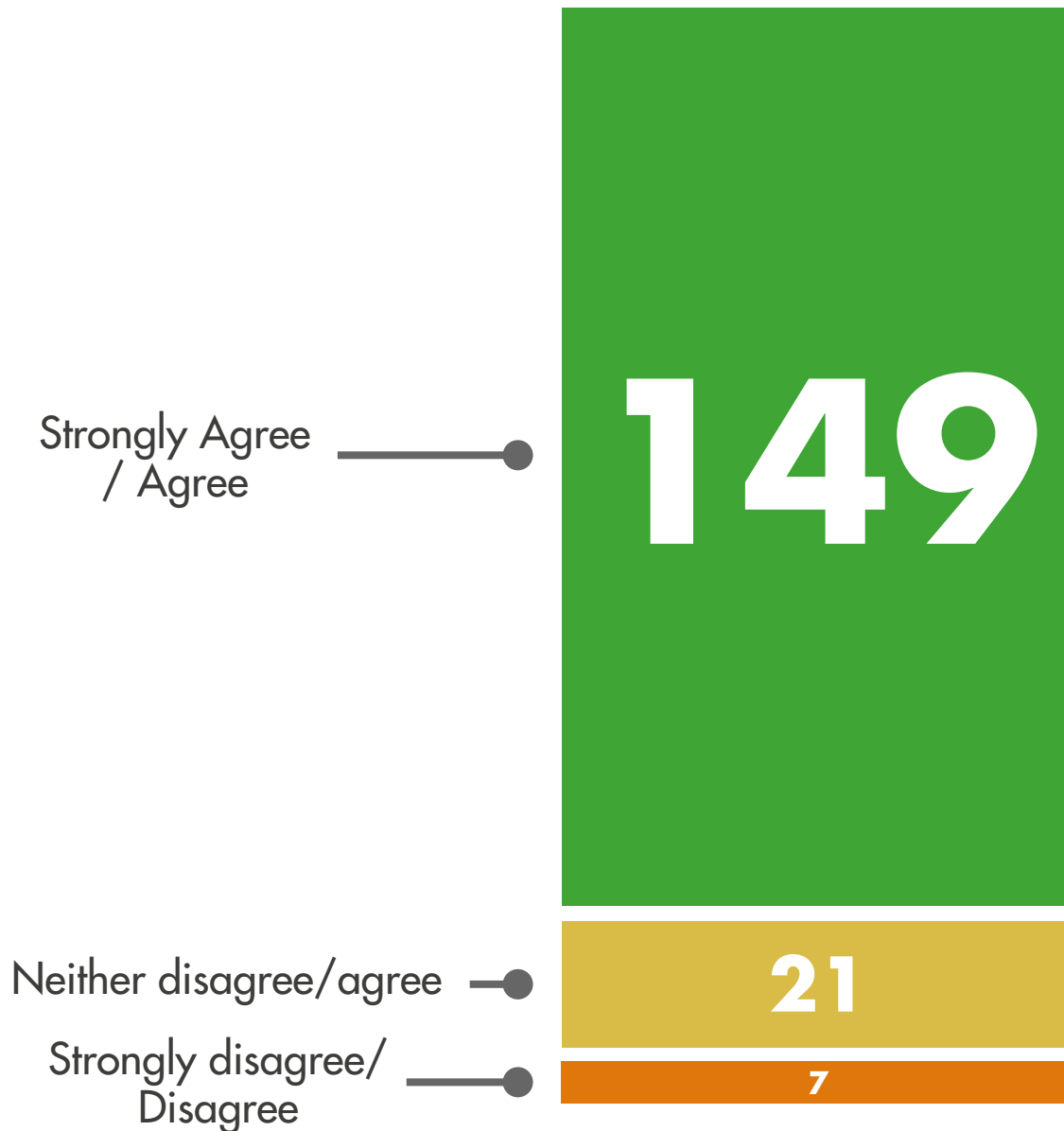
Question 3 – My manager is checking in with me regularly



Most staff feel that their manager is checking in regularly with them, but we need to continue to prioritise maintaining regular contact within teams.

How you responded to the question:

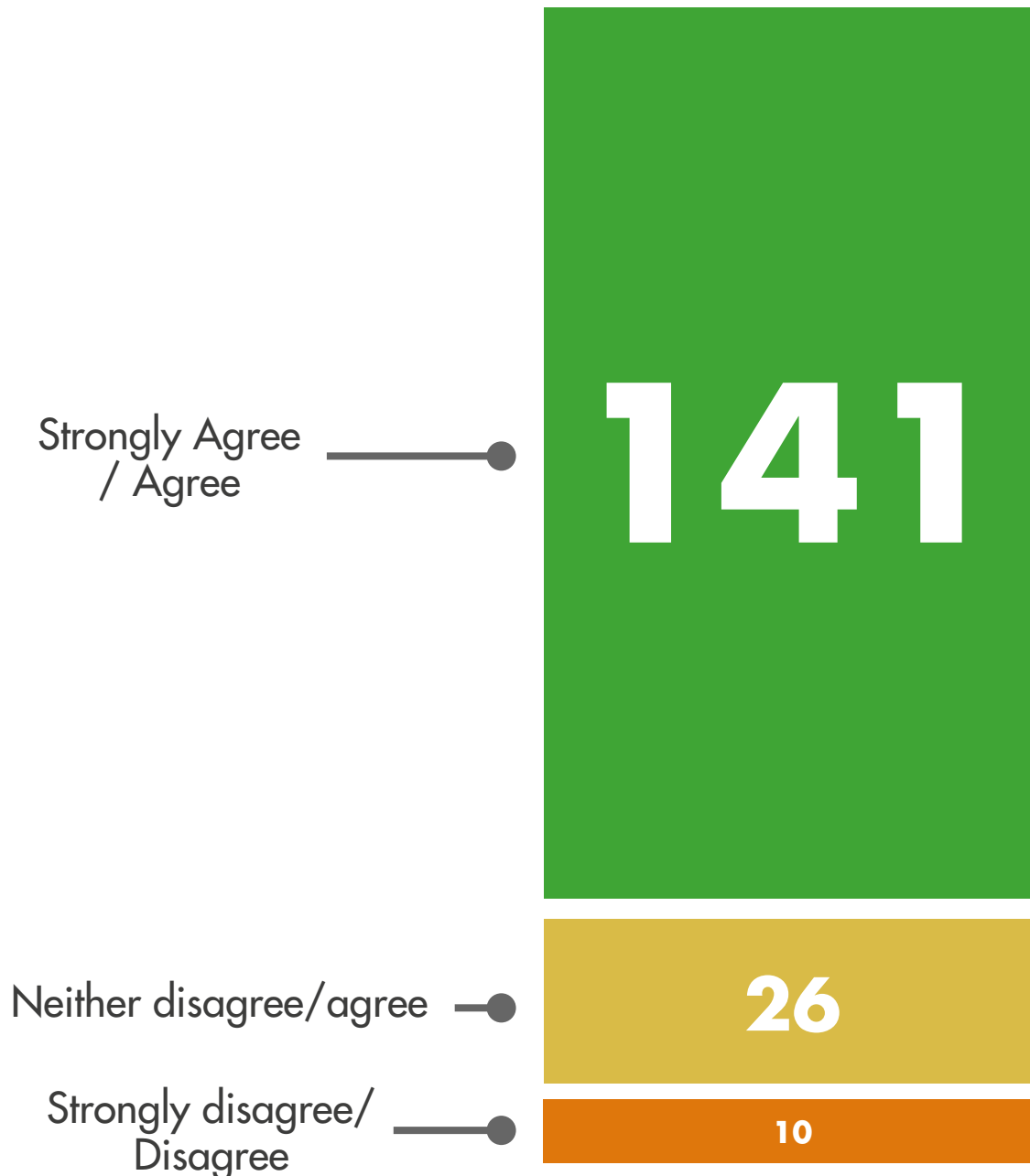
Question 4 – I feel part of my team



Even with remote working on the scale we have experienced, it is pleasing that the majority of those who responded still feel connected with their team colleagues.

How you responded to the question:

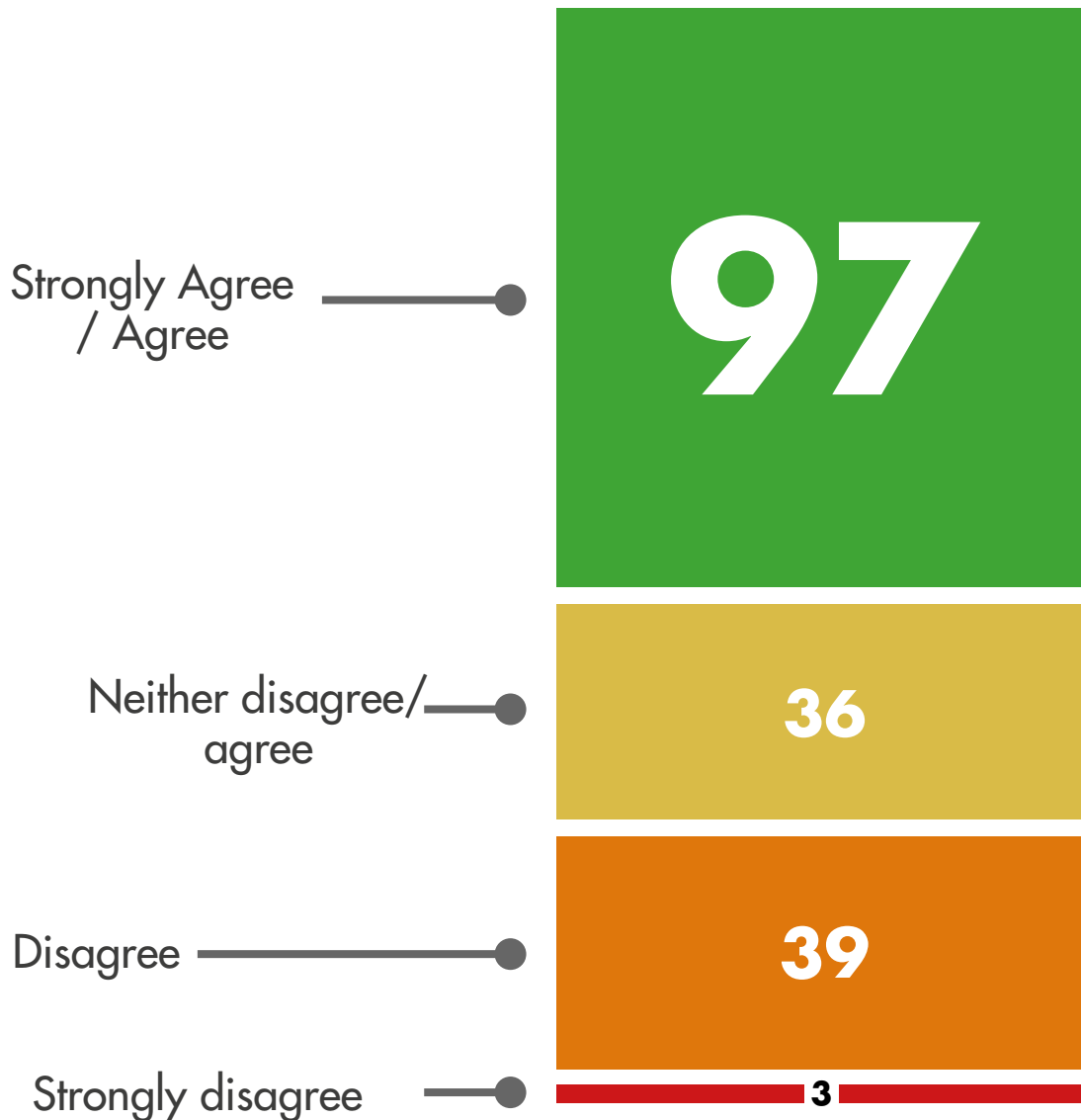
Question 5 – I have had clear work direction



A positive result with people generally feeling that they are clear on their work direction.

How you responded to the question:

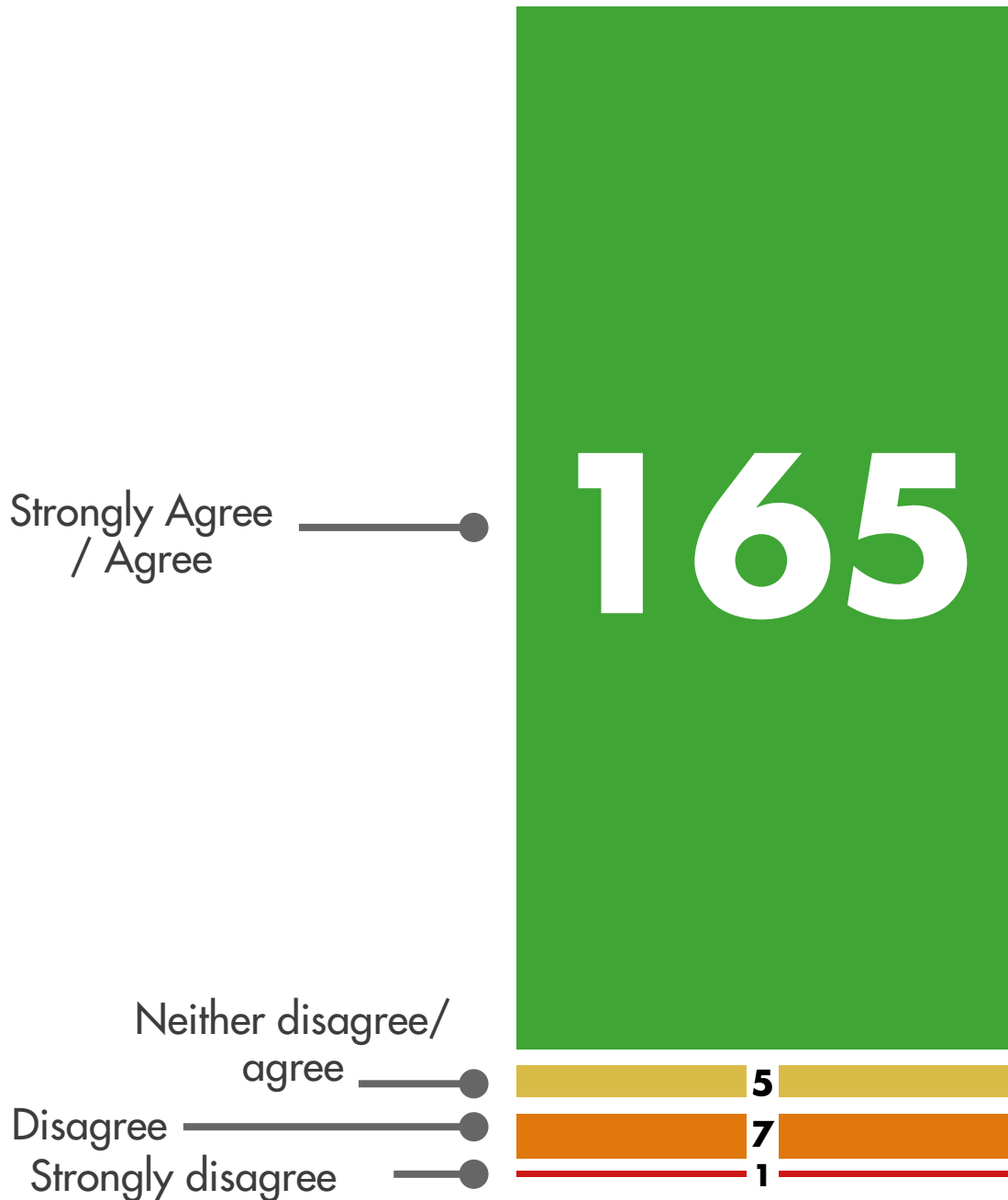
Question 6 – I am able to switch off from work



Although the majority of staff felt they were able to switch off, almost half that number disagreed or strongly disagreed. This suggests that we should focus on providing our staff with strategies and tools – through EBCLearn and communications channels - to help them stop their work intruding on their leisure and family time.

How you responded to the question:

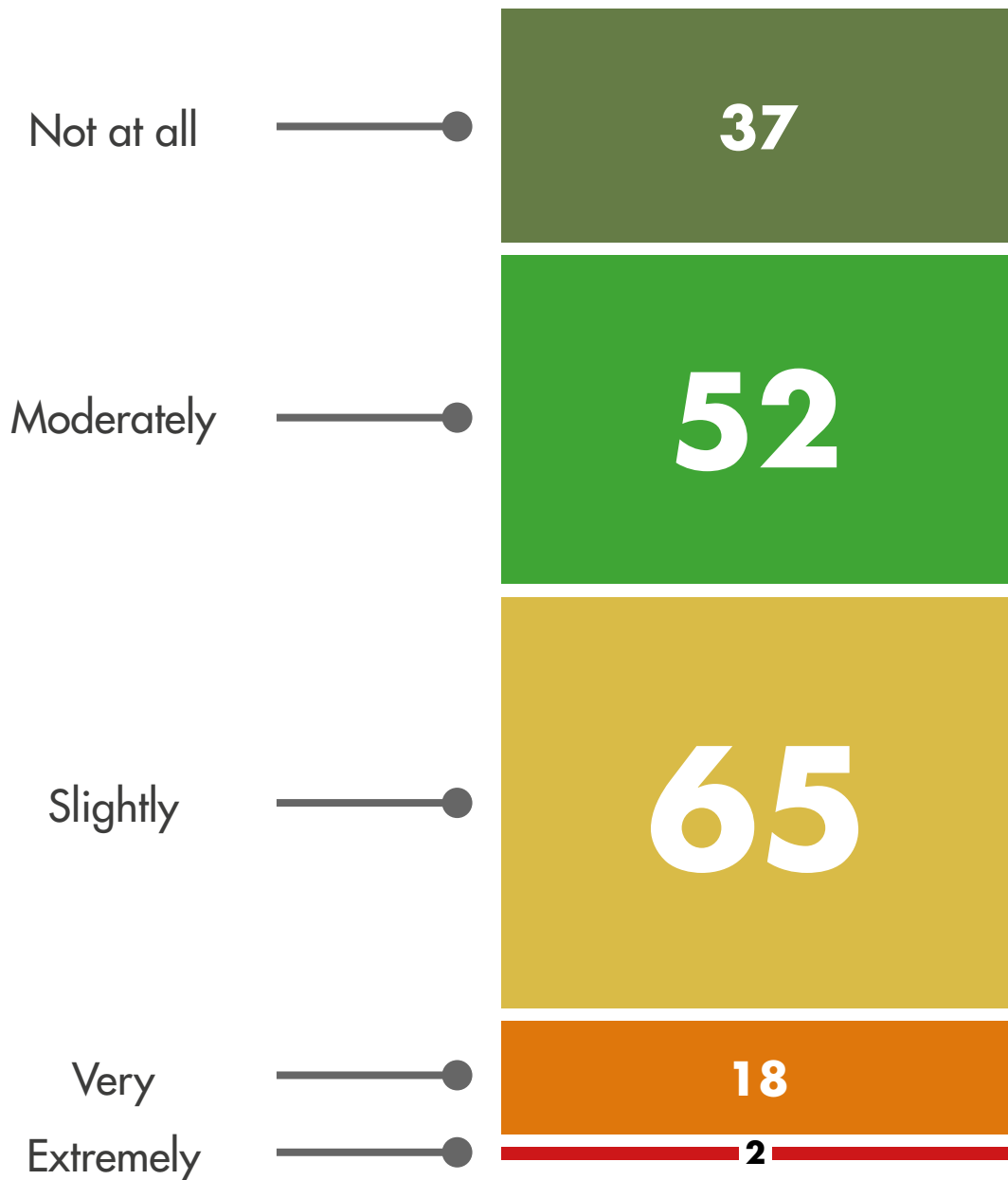
Question 7 – I know where to access help and support



It is good to know that the large majority of employees are aware of where they can go to get the help and support they need.

How you responded to the question:

Question 8 – How anxious do you feel?



The spread of responses to this question is not wholly unexpected, although it is not clear from the question whether work is causing anxiety, or other factors outside of work – or a combination of both. A general level of anxiety is to be expected given that we are facing a world pandemic, and any future survey question may be reworded to ask how anxious staff feel about work specifically.

How you responded to the question:

Question 9 – on average in the past seven days how happy have you felt?

